

14 January 1952

CAREER SERVICE COMMITTEE

Working Group on CAREER BENEFITS

Minutes of the 12th Meeting, 10 January 1952, 3:30 P.M.

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Present: [REDACTED] Office of General Counsel, Chairman
[REDACTED] /Office of Special Operations
[REDACTED] /Exec. Secy./Career Service Committee
[REDACTED] n/Office of Personnel
[REDACTED] Chief, Personnel and Training/OPC
[REDACTED] Office of Current Intelligence
[REDACTED] Jr./EXO/Office of Communications, Secretary

1. The minutes of the 11th meeting were read and approved, subject to the following deletions:

a. Delete the following words from paragraph 2: "...at the meeting scheduled for 10 January 1952."

b. Delete paragraph 4; this Item is adequately covered under Item 2 of the attachment to the minutes of the 11th meeting

2. The Working Group concurred in the continued distribution of suggestions concerning pay for various types of hazardous duty as outlined in the attachment to the minutes of the 11th meeting of the Group. However, the following changes in these suggestions are recorded for use at such time as reactions and recommendations concerning these suggestions have been received from the various covert office divisions for further study by the Working Group.

a. Item 4 should be deleted. This Item is adequately covered under Item 6.

b. Delete Item 5. This Item is adequately covered under a modified Item 7, as modified below.

c. Delete from Item 6 "The rates of pay are \$100 per month for officers and \$50 per month for enlisted personnel", and substitute the following statement: The rate of pay suggested is \$100 per month.

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d. Correct Item 7 to read as follows: Employees engaged in [REDACTED] works, or other equally dangerous duties should receive extra com-

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compensation at the rate of 50 per cent of their base pay while actually located in an area designated as hostile to the United States by the DCI.

The title of the list of various types of hazardous duty should be changed to read as follows: "Suggestions Concerning Pay for Various Types of Hazardous Duty".

It was agreed that further work on suggestions concerning pay for various types of hazardous duty will be tabled, pending receipt of comments on these suggestions from the operating divisions.

3. The Chairman presented results of study by the Career Service Committee of the Working Group's activity status report, dated 29 December 1951, titled "Tentative Listing of Benefits Considered Desirable for CIA Employees." As a result of this study, the Committee asks that the Working Group on Career Benefits give particular attention to those career benefits which can be instituted upon approval of the DCI and without additional legislation. Further, it is requested that first priority be given by the Working Group to the following items from this list: Item a, "Additional pay for service involving unusual hardship and hazard"; Item h, "A meritorious award system..."; Item i, "Establishment of a CIA overseas post classification system..."

In order that the full resources of the Working Group may, for the time being, be devoted to the three items mentioned above, the Career Service Committee requests that present activity be suspended regarding Item f, other than completion of the work presently scheduled by the Task Force in gathering material on commissioned systems for use by the Working Group. It was pointed out that the work of the Group in connection with Item a is well on its way toward completion.

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With reference to Item h, [REDACTED] volunteered to make a study for use by the Group of present Department of State procedures which are used for recognition of distinguished service on the part of its employees.

With reference to Item i, it appears that existing Agency regulations provide for certain medical benefits in connection with duty assignments. However, there is some question concerning the definition of the term "medical benefits." Therefore, the Chairman agreed to study this definition and to prepare information for use by the Group as to what medical benefits are available to Agency personnel under present regulations. Further, it is pointed out that present Confidential Funds Regulations provide for certain items which may be considered the framework of a possible classification system, setting up living allowances, cost of living and quarters, and a possible differential.

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4. The Chairman agreed to determine the status of a personnel-office study of health insurance programs for Agency personnel. It was suggested that this study may provide bases for inclusion of health insurance as one of the items in a Career Benefits program for the Agency.

5. The Working Group membership concurred that, in future discussions, the term "commissioned service" should be avoided in favor of the term "Career Service", as being a more representative system terminology for use in any further discussions of Agenda Item II. The term "Career Service" more suitably describes the broad activities of the Agency in the development of its employees as career members of the Agency.

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6. It was agreed that the reports submitted by [REDACTED] on behalf of the Task Force, concerning "Benefit Provisions of Various Career Systems," would be made a part of the files of the Chairman and of the Secretary, pending reopening of study of Agenda Item II.

7. The meeting adjourned at 1700 to meet at 3:30 p.m. on Thursday, 17 January 1952. The location of the meeting will be announced by the Chairman.

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Secretary

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